CHAPTER 105

RESERVES ENGINEER BRANCH – DIRECT, EX-REGULAR AND MARITIME CADETS' ENTRANTS (RESERVES) – MARINE AND WEAPON ENGINEERS ONLY

(Sponsor: NAVY PEOPLE-MR HQ SO1 ENG)

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CHAPTER 105

RESERVES ENGINEER BRANCH – DIRECT, EX-REGULAR AND MARITIME CADETS' ENTRANTS (RESERVES) – MARINE AND WEAPON ENGINEERS ONLY

10501. General

a. This chapter covers the specific career regulations for the direct entry of already qualified civilian engineering technicians and engineers into the RNR Engineer Branch (Direct Entrant (DE) or Maritime Cadets (MC)) and the entry of ex-RN regulars (seamless and non-seamless entry). The recruitment of direct entrants and maritime cadets into the RNREB is specifically designed to support the Whole Force by Design and allow the Maritime Reserves to recruit directly from the large cadre of UK industry qualified technicians and from the Defence Sector.

b. Once recruited, direct entry technicians and maritime cadets with civilian engineering qualifications will have a technical career path to WO1 RNR. Promotion will be based on the achievement of civilian qualifications which equate to the engineering administration, and leadership and management requirements of the equivalent rank and rate within the RN Engineering cadre[1] and will be dealt with on a case-by-case basis. Ex-RN Regulars[2] also have a technical career path to WO1 RNR. Promotion will be based on Career Qualification Courses and professional competences gained during their regular service or on the achievement of civilian qualifications which equate to the engineering administration, and leadership and management requirements of the equivalent rate within the RN Engineering cadre[3]. Divisional Officers are to ensure that a copy of this Chapter, along with Annex 105A is placed in the PDR of every Engineer Technician (Res) Specialist in their Division.

c. The instructions in this section do not override the ability of ex-regulars to join the RNREB via Project FIREFLY in the rank or rate that they held when leaving the RN.

d. All technicians in the RNREB have access to a non-technical career path that enables promotion to WO1 ET(RES) to meet wider RNR executive roles.

10502. Direct Entry, Ex-Regular RN and Transfer from Another Reserves Branch - Entry into the RNR Engineer Branch as a Probationary LET (DE)(Res) or LET(MC)(Res)

a. Ex-Regular RN technicians who join the RNREB or transfer from another Reserves branch will continue to do so under existing arrangements of seamless transfer or extant branch transfer regulations.

b. In order to join the RNREB as a Direct Entry Technician probationary LET(DE)(Res) or LET(MC)(Res)the following eligibility criteria need to be met:

(1) Be aged 18-40.

(2) Be recommended by parent RNR Unit CO (if seeking a transfer).

[1] Further promotion may also be achieved through branch transfer, including to Regular Service, or promotion to officer.
[2] Additionally, ex-Regulars may be offered a RNREB role at a lower rank/rate if there is an overbearing at their current rank/rate.
[3] Further promotion may also be achieved through branch transfer, including to Regular Service, or promotion to officer.

(3) Pass a written and oral Level 3 technical scenario examination board (convened as required) by the RNREB.

(4) Hold a Level 3 or 4 qualification (A Level or HNC equivalent) in an engineering discipline that is accredited by a UK Engineering Institute.

(5) Be currently accredited with a UK Engineering Institution at or above level 3 (registered Engineering Technician).

(6) Have a minimum of 2 years of practical employment experience in an engineering related position in the 5 years prior to RNREB entry.

(7) Hold Level 2 qualifications in English and Maths[4].

(8) Complete RNR INT.

c. After successful completion of RNR INT Phase 1 Training (both within local Unit and Confirmation Course at HMS RALEIGH), candidates will join the RNREB as a probationary LET. Promotion eligibility, timings and the award of professional and technical competences will be in accordance with Annex 105A.

10503. RNR Engineer Branch Specialisation Selection

The specialisation selection (ME or WE) of direct entrant RNREB technicians is self-selecting in that it can be aligned to specific detail of their civilian qualifications. This will be determined during the written and oral Level 3 technical scenario examination board that is convened by the RNREB. The recruitment of direct entry technicians into the RNREB is for ME and WE specialisations only.

10504. RNR Engineer Branch – Career Progression, Exemptions and Employment

a. Career progression for ratings in the Engineer Technician (Res) specialisation is detailed in Annex 105A. Those technicians who are recruited and/or promoted based upon their civilian technical qualifications, and who have no prior qualified technical employment experience in the RN will be employed in line with their civilian experience and the engineering experience they gain through the MR across the range of EB activities. They may be employed in a non-technical context at their associated rate.

b. Those RNREB technicians who are ex-Regulars and achieved GTS will be employed in the rate for which they hold the relevant RN career qualifications course (QC) and professional competencies. They will normally be recruited by the FIREFLY process but can join via the CNR recruitment mechanisms if it has been more than 3 years since they left the RN. When an ex-Regular RNREB technician achieves further promotion based upon civilian technical training and education (i.e. an ex-Regular LET promoted to RNREB POET(DE)(Res)) then their employment and training within the RNREB will be limited to an appropriate EB activity, ensureing they receive adequate supervision and management. They will not be available to substitute for an equivalent regular technician nor be employed as a singleton within a regular RN employment context.

[4] Or Scottish Equivalent (Level 5 qualification in the Scottish Credit and Qualifications Framework (SCQF).

10505. RNR Engineer Branch - Confirmation as LET(DE)(Res) ot LET(MC)(Res)

To be confirmed LET(DE)(Res) or LET(MC)(Res) all criteria must be met as detailed in BRd 3(1) Annex 105A para 2.

10506. Failure to be Confirmed as an LET Within Four Years of Entry to RNREB

Should a probationary LET(DE)(Res) or LET(MC)(Res) fail to be confirmed as an LET(DE)(Res) or LET(MC)(Res) within four years of joining they are to be reverted to source branch, branch transfer or be discharged. Exceptional circumstances that prevent confirmation should be referred to the RNR Branch Manager for a training extension.

10507. Appraisal Reports and Promotion

a. **Appraisal Reports.** Appraisal reports are required in order to provide selection boards with the detail of an individual's performance and suitability for promotion. Appraisal reports are to be raised annually.

b. **SJAR Recommendation.** If an individual has been awarded a positive recommendation for promotion ('Exceptional', 'High' or 'Yes' for ‘1 Rank Up' on SJAR by 2RO) in the last SJAR and, since that report, has become eligible in all other respects for selection, they will be placed before the Promotion Board.

c. Where an otherwise fully eligible candidate has received an SJAR assessment of 'Insufficient Knowledge' at last report, presentation before the next Board will be determined by the Promotion Section using the previous report recommendation. Ratings may be deemed as 'developing' at the annual reporting stage.

10508. Engineer Technician (Res) Specialisation – Promotion Flowchart

A detailed promotion flow for the Engineer Technician (Res) specialisation is at Annex 105A. It allows for career progression from:

a. Prob-LET(DE)(Res) to WO2 ET(DE)(Res) for Direct Entry Technicians.

b. Prob-LET(MC)(Res) to WO2 ET(MC)(Res) for Maritime Cadets.

c. Ex-RN ETs to WO2 ET(Res).

d. WO2 ET(Res), WO2 ET(DE)(Res) or WO2 ET(MC)(Res) to WO1 (Res).

10509. Award of Engineering PQC Badge

a. On completion of HMS RALEIGH and INT the direct entry technician or Maritime Cadet candidate will be paid as an LET, rated probationary LET, wear white flashes with their uniform rank epaulettes and on their number 1 uniform.

b. They will be allocated to the Engineering Branch and wear the appropriate ME or WE engineer badges as determined by their Level 3 engineering qualification and performance at their written and oral Level 3 technical scenario examination board convened by the RNREB (see Annex 105A sub para 2f)).

c. Once all criteria for confirmation as a LET have been met and the candidate has been advanced to LET they will remove the white flashes from their uniform.

10510. Direct Entry, Ex-Regular RN and Transfer from Another Reserves Branch – Entry into the RNR Engineer Branch as a SLt RNR

a. Ex-Regular RN Engineer Officers who join the RNREB or transfer from another Reserves branch will continue to do so under existing arrangements of seamless transfer or extant branch transfer regulations.

b. To join the RNREB as a SLt RNR, the following eligibility criteria need to be met:

(1) Be aged 18-40.

(2) Be recommended by parent RNR Unit CO (if seeking a transfer).

(3) Engineering Council Accredited Degree or on a professional pathway to IEng or CEng (or equivalents as laid down in the PEI registration DIN).

(4) Employment in a company either in the maritime field or in equipment used by the RN[9] and involved in engineering project management in some scope.

10511. RNR Engineer Branch – Career Progression, Exemptions and Employment (Engineer Officer)

a. Career progression for officers is detailed in Annex 105B.

b. Those RNREB officers who are ex-Regulars and achieved GTS will be employed in the rank for which they hold the relevant RN career qualifications course (QC) and professional competencies. They will normally be recruited by the FIREFLY process but can join via the CNR recruitment mechanisms if it has been more than 2 years since they left the RN.

10512. Failure to be Confirmed as a Lt RNR Within Four Years of Entry to RNREB

Should a SLt RNR fail to be confirmed as a Lt RNR within four years of joining they are to be reverted to source branch, branch transfer, or be discharged. Exceptional circumstances that prevent confirmation should be referred to the RNR Branch Manager for a training extension.

10513. Appraisal Reports and Promotion (Engineer Officer)

a. **Appraisal Reports.** Appraisal reports are required to provide selection boards with the detail of an individual's performance and suitability for promotion. Appraisal reports are to be raised annually.

b. **OJAR Recommendation.** If an individual has been awarded a positive recommendation for promotion ('Exceptional', 'High' or 'Yes' for '1 Rank Up' on OJAR by 2RO) in the last OJAR and, since that report, has become eligible in all other respects for selection, they will be placed before the Promotion Board. Where an otherwise fully eligible candidate has received an OJAR assessment of 'Insufficient Knowledge' at last report, presentation before the next Board will be determined by the Promotion Section using the previous report recommendation. Officers may be deemed as 'developing' at the annual reporting stage.

10514. Direct Entry Engineer Officer – Promotion Flowchart

A detailed promotion flow for the Direct Entry Engineer Officer is at Annex 105B. It allows for career progression from:

a. SLt RNR to Cdr for Direct Entry Engineer Officers.

b. Lt RNR to Cdr for ex-Regular Engineer Officers.

ANNEX 105A

RNR ENGINEER TECHNICIAN SPECIALISATION – PROMOTION FLOWCHART

ADVANCEMENT to LEADING ENGINEER TECHNICIAN (Res)

1. Selection criteria for ex-regular ET (OR2)

a. Have achieved at least 6 months sea service whilst in the regular RN (If not entry to the MR will be through the DET scheme).

b. Minimum of 3 years CoE (can include regular service).

c. Undertaken either a DET Level 3 Assessment Technical Scenario Examination Board (TSEB) or completed RN LET Career qualification Course (QC) and professional competence as recorded on JPA.

d. Accredited as an Eng Tech (or above) with a recognised PEI.

e. Attend RNREB training exercises and/or deliver FSU MARRES OC (as promulgated by RNREB) within an RNREB collective and supervised engineering support OCO activities environment and attain one CoE within 2 years of presentation for confirmation.

f. Recommended on latest appraisal report for selection to LET.

g. Attend pre-Leading Rates' Leadership Course Weekend (RNLA 202 RNR) if LRLC not held.

h. LRLC RNR completed or LRLC and recorded as JPA competence **Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|.**

i. CPQ authorised by Head of the RNREB and recoded as JPA competence **Reserves|Qualified for Promotion to LH|Navy**.

j. At least 6 months since last Career Check (if any) on CPD or promotion due date (if later).

k. Valid RNPES or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence **Physical Education|RN physical Employment Standard (RNPES)|Navy**.

2. Selection criteria for Direct Entry Technician (DET) and Maritime Cadet (MC)

To be confirmed as an LET(DE)(Res) or LET(MC)(Res) from Probationary LET the following must be achieved:

a. Complete Embarked Forces Sea Survival Course.

b. Attend CBRNDC Acquaint (CBRNDC 29).

c. Completion of LET(DE)(Res) Career Development Journal (CDJ) and the JPA competence **Professional|Completion of LET(DE)(Res) CDJ|** recorded.

d. Attend RNREB training exercises and/or deliver FSU MARRES OC (as promulgated by RNREB) within an RNREB collective and supervised engineering support OCO activities environment and attain one CoE within 2 years of presentation for confirmation.

e. Recommended on latest appraisal report for confirmation as LET.

f. Pass a written and oral Level 3 Reserves FSU MARRES technical scenario examination board convened by the RNREB focussed on the individual's RNR experience and Naval knowledge. Awarded **Professional| Qualified for FSU MARRES LET(ME)(Res)|Navy|** or awarded **Professional| Qualified for FSU MARRES LET(WE) (Res)|Navy|** as recorded on JPA

g. Attend pre-Leading Rates' Leadership Course Weekend (RNLA 202 RNR).

h. LRLC RNR completed and recorded as JPA competence **Miscellaneous|Leading Rates Leadership Course (RNLA 102)|Navy|.**

i. CPQ authorised by Head of the RNREB and recorded as JPA competence **Reserves|Qualified for Promotion to LH|Navy.**

j. At least 6 months since last Career Check (if any) on CPD or promotion date due if later.

k. Valid RNPES or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence **Physical Education|RN physical Employment Standard (RNPES)|Navy**

ADVANCEMENT to PETTY OFFICER ENGINEER TECHNICIAN (Res)

3. Selection criteria for an ex-regular LET or RNR LET (OR4)

a. To have a minimum of 3 years CoE as LET (regular service is permitted).

b. Completed at least 3 months operational deployment either at sea or ashore in a complement engineering billet or have undertaken a cumulation of at least 6 months of employment in a front-line RN unit (naval base or vessel) during regular service.

c. Achieve and be currently accredited with a UK Engineering Institution at or above Eng Tech.

d. Serving on ES2/ES3 that expires after the nominated CPD.

e. Recommended for promotion on latest SJAR at CRD (Para 10507).

f. Pass a written and oral (Level 4 technical) Reserves FSU MARRES technical scenario examination board convened by the RNREB. Awarded and competence recorded on JPA **Professional|Qualified for FSU MARRES PO ET(ME) (Res)|Navy|** or **Professional|Qualified for FSU MARRES PO ET(WE) (Res)|Navy|.**

g. Attend SRLC RNR and complete the 3-day Divisional SR Course – RNLA 103A RNR), recorded as JPA competence **Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|.**

h. Attend exercises and deliver OC (as promulgated by RNREB) within a collective and supervised engineering support OCO activity that achieves 3 years of CoE attainment as an LET(Res).

i. CPQ authorised by Head of the RNREB and recorded as competence **Reserves|Qualified for Promotion to PO|Navy**.

j. At least 6 months since last Career Check (if any) on CPD or promotion due date (if later).

k. Valid RNPES or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence **Physical Education|RN physical Employment Standard (RNPES)|Navy**.

4. Selection criteria for LET(DE)(Res)

a. Hold a Level 4 qualification (HNC equivalent) in an engineering discipline that is accredited by a UK engineering institute.

b. Achieve and be currently accredited with a UK Engineering Institution at or above Eng Tech.

c. Have a minimum of 2 years of practical employment experience with an associated level 4 engineering qualification in an engineering related position in the previous 5 years.

d. Demonstrate supervisory experience including responsibility for line managing a minimum of 2 subordinate civilian technicians.

e. Completed PO(DE)(Res) Career Development Journal (CDJ) and recorded by DET PPM.

f. Serving on ES2/ES3 that expires after the nominated CPD.

g. Recommended for promotion on latest SJAR at CRD (Para 10507).

h. Pass a written and oral (Level 4 technical) Reserves FSU MARRES technical scenario examination board convened by the RNREB. Awarded and competence recorded on JPA **Professional|Qualified for FSU MARRES PO ET(ME) (Res)|Navy|** or **Professional|Qualified for FSU MARRES PO ET(WE) (Res)|Navy|.**

i. Attend SRLC RNR and complete the 3 day Divisional SR Course – RNLA 103A RNR), recorded as JPA competence **Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|.**

j. Attend exercises and deliver OC (as promulgated by RNREB) within a collective and supervised engineering support OCO activity that achieves 3 years of CoE attainment as an LET(DE)(Res).

k. CPQ authorised by Head of the RNREB and recorded as competence **Reserves|Qualified for Promotion to PO|Navy**.

l. At least 6 months since last Career Check (if any) on CPD or promotion due date (if later).

m. Valid RNPES or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence **Physical Education|RN physical Employment Standard (RNPES)|Navy**.

5. Selection criteria for LET(MC)(Res)

a. Have completed a Level 5/Reg III/1 (unlimited power Engineering Officer of the Watch (EOOW) Certificate of Competency through a nautical college with the requisite sea time[1] in the Merchant Navy.

b. Or has completed an industry recognised CISCO Certified Network Associate with the requisite professional placements.

c. Have completed RNR Phase 1 Ratings Training.

[1] This is a requisite part of the nautical training system and achieves MCA requirements being greater than the RN equivalent.

d. Serving on ES2/ES3 that expires after the nominated CPD.

e. Recommended for promotion on latest SJAR at CRD (Para 10507).

f. Pass a written and oral (Level 4 technical) Reserves FSU MARRES technical scenario examination board convened by the RNREB. Awarded and competence recorded on JPA **Professional|Qualified for FSU MARRES PO ET(ME) (Res)|Navy|** or **Professional|Qualified for FSU MARRES PO ET(WE) (Res)|Navy|.**

g. Attend SRLC RES and complete 3-day Divisional SR Course – RNLA 103A RNR), recorded as JPA competence **Miscellaneous|Senior Rates Leadership Course (RNLA 103)|Navy|.**

h. Attend exercises and deliver OC (as promulgated by RNREB) within a collective and supervised engineering support OCO activity that achieves 3 years of CoE attainment as an LET(MC)(Res).

i. CPQ authorised by Head of the RNREB and recorded as competence **Reserves|Qualified for Promotion to PO|Navy**.

j. At least 6 months since last Career Check (if any) on CPD or promotion due date (if later).

k. Valid RNPES or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence **Physical Education|RN physical Employment Standard (RNPES)|Navy**.

ADVANCEMENT to CHIEF PETTY OFFICER ENGINEER TECHNICIAN (Res)

6. Selection criteria for an ex-regular POET or RNR POET (OR6)

a. Be confirmed as POET (ME or WE) in the RN with a minimum of 4 years seniority in the regular Service or achieve 4 years of CoE by delivering engineering OCO in the RNREB by CPD. An aggregate of both can be used to achieve 4 years.

b. Pass a written and oral (Level 4 technical) Reserves FSU MARRES technical scenario examination board convened by the RNREB**.** Awarded JPA competence **Professional| Qualified for FSU MARRES CPO ET(ME) (Res)|Navy| or Professional| Qualified for FSU MARRES CPO ET(WE) (Res)|Navy|**.

c. Or have completed CPOET (ME) or WE Qualifying Course (QC). Awarded JPA competence of **ME|CPOET (MEGS) QC: ME155|Navy|** or **WE|CPOET(WE) Career Course (WE 320)|Navy|**

d. Achieve and be currently accredited with a UK Engineering Institution at or above Eng Tech.

e. Attend exercises and deliver OC (as promulgated by RNREB) within a collective and supervised engineering support OCO activity that achieves 2 years of CoE attainment as a POET(Res).

f. CPQ authorised by Head of the RNREB and recorded as JPA competence **Reserves|Qualified for Promotion to CPO|Navy**.

g. Serving on ES2 or ES3 that expires after the CPD.

h. Recommended for promotion on latest SJAR at CRD.

i. At least 6 months since last Career Check (if any) on CPD or promotion due date (if later).

j. Valid RNPES or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence **Physical Education|RN physical Employment Standard (RNPES)|Navy.**

7. Selection criteria for POET(DE)(Res)

a. Have achieved 4 years of CoE by delivering engineering OCO in the RNREB by CPD.

b. Pass a written and oral (Level 4 technical) Reserves FSU MARRES technical scenario examination board convened by the RNREB. Awarded JPA competence **Professional| Qualified for FSU MARRES CPO ET(ME) (Res)|Navy|** or **Professional| Qualified for FSU MARRES CPO ET(WE) (Res)|Navy|.**

c. Have a minimum of 2 years of practical employment experience with an associated engineering or management qualification above level 4 in an engineering related position in the previous 5 years and demonstrate supervisory experience including responsibility for line managing a minimum of 5 subordinate civilian technicians.

d. Attend exercises and deliver OC (as promulgated by RNREB) within a collective and supervised engineering support OCO activity that achieves 2 years of CoE attainment as a POET(DE)(Res).

e. CPQ authorised by Head of the RNREB and recorded as JPA competence **Reserves|Qualified for Promotion to CPO|Navy.**

f. Serving on ES2 or ES3 that expires after the CPD.

g. Recommended for promotion on latest SJAR at CRD.

h. At least 6 months since last Career Check (if any) on CPD or promotion due date (if later).

i. Valid RNPES or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence **Physical Education|RN physical Employment Standard (RNPES)|Navy.**

8. Selection criteria for POET(MC)(Res)

a. Have achieved 4 years of CoE by delivering engineering OCO in the RNREB by CPD.

b. Pass a written and oral (Level 4 technical) Reserves FSU MARRES technical scenario examination board convened by the RNREB. Awarded JPA competence **Professional| Qualified for FSU MARRES CPO ET(ME) (Res)|Navy|** or **Professional| Qualified for FSU MARRES CPO ET(WE) (Res)|Navy|.**

c. Attend exercises and deliver OC (as promulgated by RNREB) within a collective and supervised engineering support OCO activity that achieves 2 years of CoE attainment as a POET(MC)(Res).

d. CPQ authorised by Head of the RNREB and recorded as JPA competence **Reserves|Qualified for Promotion to CPO|Navy.**

e. Serving on ES2 or ES3 that expires after the CPD.

f. Recommended for promotion on latest SJAR at CRD.

g. At least 6 months since last Career Check (if any) on CPD or promotion due date (if later).

h. Valid RNPES or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence **Physical Education|RN physical Employment Standard (RNPES)|Navy.**

ADVANCEMENT to WARRANT OFFICER (2nd CLASS) ENGINEER TECHNICIAN (Res)

9. Selection criteria for ex-regular CPOET or RNR CPOET (OR7)

a. Have served as a confirmed CPOET (ME or WE) in the RN with a minimum of 3 years seniority in the regular Service OR achieve 3 years of CoE by delivering engineering OCO in the RNREB as a CPOET(Res).

b. Pass a written and oral (Level 4 technical) Reserves FSU MARRES technical scenario examination board convened by the RNREB. Awarded JPA competence **Professional| Qualified for FSU MARRES CPO ET(ME)(Res)|Navy|** or **awarded Professional| Qualified for FSU MARRES CPO ET(WE)(Res)|Navy|.**

c. Or have completed WOET (ME) or (WE) Qualifying Course (QC). Awarded **Professional|Marine Engineer Warrant Officer Charge Qualification (WOCQ(ME))|Navy** or **WE|WO Qualifying Course (WE 535)|Navy|'.**

d. Achieve and be currently accredited with a UK Engineering Institution at or above I Eng.

e. Attend exercises and deliver OC (as promulgated by RNREB) within a collective and supervised engineering support OCO activity and achieve 2 years of CoE attainment as an CPOET(Res).

f. CPQ authorised by Head of the RNREB and recoded as JPA competence **Reserves|Qualified for Promotion to WO2|Navy**.

g. Serving on ES2 or ES3 that expires after the CPD.

h. Recommended for promotion on latest SJAR at CRD.

i. At least 6 months since last Career Check (if any) on CPD or promotion due date (if later).

j. Valid RNPES or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence **Physical Education|RN physical Employment Standard (RNPES)|Navy.**

k. EFP in accordance with BRd 3(1) Para 9634(5).

10. Selection criteria for CPOET(DE)(Res)

a. Have achieved 3 years of CoE by delivering engineering OCO in the RNREB as a CPOET(DE) (Res) by CPD.

b. Pass a written and oral (Level 4 technical) Reserves FSU MARRES technical scenario examination board convened by the RNREB. Awarded **Professional| Qualified for FSU MARRES WO2 ET(ME) (Res)|Navy|** or **Professional| Qualified for FSU MARRES WO2 ET(WE) (Res)|Navy|**.

c. Have a minimum of 2 years of practical employment experience with an associated level 6, or above engineering or management qualification in an engineering related position in the previous 5 years and demonstrate supervisory experience including responsibility for line managing a minimum of 15 subordinate civilian technicians.

d. Attend exercises and deliver OC (as promulgated by RNREB) within a collective and supervised engineering support OCO activity and achieve 2 years of CoE attainment as an CPOET(DE)(Res).

e. CPQ authorised by Head of the RNREB and recoded as competence **Reserves|Qualified for Promotion to WO2|Navy**.

f. Serving on ES2 or ES3 that expires after the CPD.

g. Recommended for promotion on Appraisal Report at CRD.

h. At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).

i. Valid RNPES or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence **Physical Education|RN physical Employment Standard (RNPES)|Navy.**

j. EFP in accordance with BRd 3(1) Para 9634(5).

11. Selection criteria for CPOET(MC)(Res)

a. Have achieved 3 years of CoE by delivering engineering OCO in the RNREB as a CPOET(DE) (Res) by CPD.

b. Pass a written and oral (Level 4 technical) Reserves FSU MARRES technical scenario examination board convened by the RNREB. Awarded **Professional| Qualified for FSU MARRES WO2 ET(ME) (Res)|Navy|** or **Professional| Qualified for FSU MARRES WO2 ET(WE) (Res)|Navy|**.

c. Have a minimum of 2 years of practical employment experience with an associated level 6, or above engineering or management qualification in an engineering related position in the previous 5 years and demonstrate supervisory experience including responsibility for line managing a minimum of 15 subordinate civilian technicians.

d. Attend exercises and deliver OC (as promulgated by RNREB) within a collective and supervised engineering support OCO activity and achieve 2 years of CoE attainment as an CPOET(MC)(Res).

e. CPQ authorised by Head of the RNREB and recoded as competence **Reserves|Qualified for Promotion to WO2|Navy**.

f. Serving on ES2 or ES3 that expires after the CPD.

g. Recommended for promotion on Appraisal Report at CRD.

h. At least 6 months since last Career Check (if any) on CPD or date due promotion (if later).

i. Valid RNPES or waiver obtained at CPD (or when eligible for promotion (if later)); recorded as JPA competence **Physical Education|RN physical Employment Standard (RNPES)|Navy.**

j. EFP in accordance with BRd 3(1) Para 9634(5).

ADVANCEMENT to WARRANT OFFICER (1st CLASS) ENGINEER TECHNICIAN (Res)

12. Selection criteria for ex-regular WO2ET, RNR WO2ET, WO2ET(DE)(Res) and WO2ET(MC)(Res) – all OR8

a. Attend exercises and deliver OC (as promulgated by RNREB) within a collective and supervised engineering support OCO activity and achieve 2 years of CoE attainment as an WO2ET(Res).

b. Promotion to WO1 is by recommendation and selection only. Employment for all Maritime Reserve WO1 roles is directed by the Branch Manager

c. All successful candidates will undertake the **Warrant Officers Staff Course (WOSC) – RNLA 111 | Navy|.**

ANNEX105B

RNR EB ENGINEER OFFICER - PROMOTION FLOWCHART

Ranked

SLt RNR

1. Confirmation Criteria

To be confirmed as a Lt RNR the following must be achieved:

a. IEng or CEng (or equivalents as laid down in the PEI registration DIN).

b. 3 years as SLt.

c. Completion of RNREB Maritime EQ.

d. Pass JOLC 1.

e. Pass JOLC 2.

f. Pass DOs Course.

g. Recommended on latest appraisal report for confirmation as Lt RNR.

h. Or ex RN Engineering Branch Lieutenant.

i. In date PES or in possession of a permanent medical exemption as issued by a Naval Service Medical Board of Survey (NSMBOS).

Eligible for promotion to

Lt RNR

2. Lt Cdr RNR Pre-selection Requirements

To be eligible to be selected as a Lt Cdr RNR the following must be achieved:

a. Charge Board either regular Service ME, AE or WE Charge Board (GS or SM) or the RNR EB Maritime Charge Board.

b. IEng or CEng (or equivalents as laid down in the PEI registration DIN).

c. Undertaken at least 3 months operational deployment either to sea or ashore in an engineering billet[1].

d. Or undertaken at least six months of employment in a front-line naval unit (naval base or vessel)[2].

[1] This could include a ship earlier in one's career, an operational deployment as a Lieutenant in the MR to either a role at sea or a forward deployed unit such as Bahrain or the Falkland Islands, or a succession of fortnight exercises.
[2] This could have been completed earlier in an officer's career, or by multiple shorter periods.

e. Recommended on latest appraisal report for confirmation as Lt Cdr RNR.

f. Or ex RN Engineering Branch Lieutenant Cdr.

g. In date PES or in possession of a permanent medical exemption as issued by a Naval Service Medical Board of Survey (NSMBOS).

Eligible for promotion to

Lt Cdr RNR

3. Cdr RNR Pre-selection Requirements

To be eligible to be selected as a Cdr RNR the following must be achieved:

a. At least 12 weeks engineering activity with the RN as a Lieutenant Commander.

b. Completed either ACSC(MR) or ACSC.

c. Recommended on latest appraisal report for confirmation as Cdr RNR.

d. Or ex RN Engineering Branch Commander.

e. In date PES or in possession of a permanent medical exemption as issued by a Naval Service Medical Board of Survey (NSMBOS).

Eligible for promotion to

Cdr RNR